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IDENTIFIERS *University of Hawaii Kauai Community College

ABSTRACT

In an effort to increase the number of graduating Kauai High School (KHS) seniors prepared to enter the Kauai Community College (KCC) Career Ladder Nursing Program, a special 2 + 2 program was initiated involving college/high school curriculum articulation, academic and career counseling, and early admission to KCC. At the outset of the project, it became clear that there were serious career awareness deficits among the high school students which would make recruitment into the Career Ladder Nursing Program (CLNP) extremely difficult. This problem was addressed through the Health Occupations Exploration Program, a joint high school/college/hospital initiative which exposed students to nursing and health careers and to the education and employment opportunities available in these fields. Program participants begin in 10th and 11th grade by taking a supervised course of study emphasizing English, Math, and Science. As high school seniors, the 2 + 2 students take support courses in anatomy, physiology, and psychology at KCC. By fall 1991, more than 20 high school students had expressed verbal and course scheduling commitment for the 2 + 2 course sequence and for early admission into the CLNP for fall of 1992. In addition, career awareness and health exploration activities were developed and implemented in all 7th and 8th grade science classes and in all high school Pre-algebra, Algebra I, and Geometry courses. A review of other vocational education curriculum articulation activities at KCC; project planning session summaries; promotional materials; and charts illustrating the health occupation needs in Hawaii are included. (PAA)

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AACJC/METROPOLITAN LIFE FOUNDATION
REGISTERED NURSE SHORTAGE PROJECT
AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES
FINAL REPORT JUNE 1991

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JC 910 453

AACJC/METROPOLITAN LIFE FOUNDATION
REGISTERED NURSE SHORTAGE PROJECT
AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES
FINAL REPORT JUNE 1991

I. Objectives for Project

- A. Through development of a 2 + 2 program composed of curriculum articulation, academic and career counseling, and early admission to Kauai Community College increase the number of graduating high school seniors prepared to enter the Kauai Community College Career Ladder Nursing Program.
- B. Promote career awareness decision making as related to Nursing.

II. Introduction and Overview

Narrative: The Kauai Community College Career Ladder Nursing Program has now successfully implemented the first stage of the AACJC/Metro Life 2 + 2 Nursing Shortage Project in our target High School. Our experience in hindsight has shown us that there were serious career awareness deficits in our rural high school student population that had to be addressed before carrying out our grant mandate. The primary area that required development before we could proceed to a more academic focus centered around a real lack of exposure and understanding of what nursing and allied health careers were actually like and what opportunities were available for education and employment. This systematic exposure of students to health careers, though time and energy consuming, was carried out concurrently with the actual 2 + 2 activities through a high school/college/hospital initiative termed the Health Occupations Exploration Program. Our efforts are now paying off. High School administrators, counsellors, teachers, and students as well as their Community College counterparts are well aware and extremely supportive of the program. Interest is being expressed by parents and students which indicates that at least 20 high school Juniors have verbally committed to our Nursing 2 + 2 Early Admission program component. We feel confident that as this group is developed over the next year that we will meet

the targets for admission into the Nursing Program in the Fall of 1992. The consensus of persons involved in carrying out this project is that the impact of our work will become most apparent in 4 - 5 years as the project turns out substantial numbers of successful graduate nurses who will market our program by the nature of their successes as Registered Nurses in our community.

III. Anticipated and Actual Outcomes

- A. By May 1991 Kauai Community College and target high school will identify 20 students who will be committed to participating in the 2 + 2 program.

Narrative: This outcome has been partially met. We have now established a "Health Occupations Club" in the target high school. This interest group is becoming the predominant structure along with formal counsellor contact for the identification and development of a 2 + 2 cohort. Currently more than the targeted 20 have expressed verbal and course scheduling commitment for the 2 + 2 course sequence. Over the next year through health occupations exploration and formal career and academic counselling this group will continue to develop their ideas and commitment relating to career.

- B. By June 1992, 15 high school students will meet admission requirements, have completed program prerequisites, and completed co-requisites from the first level into the Kauai Community College Career Ladder Nursing Program which include: Chemistry, Reading & Writing Proficiency, Intro to Psychology, Algebra, Anatomy and Physiology I & II, Developmental Psychology

Narrative: This outcome cannot be reliably spoken to now. Though interest is high at present and the project has verbal commitment from sufficient numbers to meet this outcome only time will tell as to our actual success.

- C. By May 1991, 20 high school students will identify and demonstrate commitment to nursing as their future career choice.

Narrative: See III. A for discussion.

IV. Steps to Accomplish Objectives and Anticipated Outcomes

- A. Obtain support from Kauai Community College Administration - **accomplished.**

Narrative: The administration has supported our effort fully with faculty release time as well as inclusion of the project into the larger College/Vocational Education partnership.

- B. Obtain administrative support from the Vocational Educational Office of the Department of Education - **accomplished.**

Narrative: The Kauai Department of Education District Superintendent and Vocational Education Specialist through several meetings have shown strong support. They have provided access to students as well as providing release time for teachers so that they could meet with college counterparts.

- C. Identify target high school able to support objectives - **accomplished.**

Narrative: Kauai High School which has the Island's strongest, most stable math, science, and English faculties has been selected as the target site.

- D. Identify and enlist support of key personnel within high school (ie...teachers, registrar, principal) - **accomplished.**

Narrative: Through numerous meetings each category of high school personnel has been acclimated and won over to this project. This has been shown through their commitment for curricular modification, authoring of new math and chemistry

courses, creation of a Health Occupations club, opening the high schools to career awareness activities, attendance at informational and planning meetings, administrative support in the form of instructor release time, and promotion of the project at statewide meetings.

- E. Arrange coordinating meeting between the High School and Community College faculty to discuss articulation of curriculum, equipment, texts, and other academic issues relating to the 2 + 2 program - **accomplished.**

Narrative: Many meetings for teachers, counsellors, and administrators have been held throughout the year to discuss the issues surrounding the 2 + 2 Nursing Project as well as general 2 + 2 vocational education and health occupations needs. Six formal meetings have transpired, numerous phone calls made, and several informal administrative meetings for planning purposes have been held; all with good results. Each high school/college teacher's meeting has been supported with funded substitute teacher coverage.

- F. Prepare marketing materials for the purpose of promoting nursing as a profession which will be distributed to middle and high school students and parents - **partially accomplished.**

Narrative: Videos used in career awareness as well as counselor/teacher information have been purchased/prepared. A full color brochure outlining nursing education and the 2 + 2 program is in production. The brochure has been held up primarily due to decisions on format. Letters announcing the 2 + 2 Nursing Program have been mailed to all parents of sophomores.

- G. Provide support for purchase of chemistry text and lab manual, chemistry scale, chemicals, upgrade college prep texts in algebra - **accomplished**

Narrative: Through meetings with the Kauai High math and chemistry teachers materials have been selected that will support the 2 + 2 efforts in these areas. Orders have been placed and shipments will arrive for the beginning of the Fall 1991 semester.

- H. Develop and implement articulation and early admission policies - **accomplished**

Narrative: Early admission policies as well as articulation of math and chemistry courses are formally in place. Early admission will occur through a process in which the student will complete a permission form outlining specific courses. The college courses will be double counted toward both high school and college credit.

- I. Develop and implement a career awareness program to all seventh and eight grade science classes; and to all high school students enrolled in Pre-algebra, Algebra I and Geometry - **accomplished**

Narrative: During the year as part of career awareness and health occupations exploration activities all classes noted above were visited. In each class both the 2 + 2 Project and Health Occupations Exploration were discussed. Project participants also participated in career fairs during the year.

- J. Provide activities and resources to assist classroom teachers gain knowledge and sensitivity to nursing as a profession - **accomplished**

Narrative: During the year the district administrators provided release time for counsellors and teachers involved in the 2 + 2 project to attend several

informational and planning meetings with the 2 + 2 project director and college counterparts. The program was discussed in depth and general health occupations and nursing educational needs and job opportunities were emphasized. Our intent was to market nursing to the teachers so that they would be positive in marketing the 2 + 2 program to students. This strategy is paying off as noted in the positive student and parent response.

- K. Act in advisory capacity in student selection for the 2 + 2 program and co-curricular activities - ongoing

Narrative: The Kauai Community College Nursing Counsellor was appointed as a member of the high school curriculum committee. Both the 2 + 2 project director and counsellor have been key persons in the formation and maintenance of the "Health Occupations Club" which acts as the identification and support structure for the 2 + 2 effort. In addition we have met with the high school counsellor at a one formal meeting for selection purposes and informally at least bimonthly.

- L. Evaluate effectiveness of the 2 + 2 program planning and early implementation - ongoing.

Narrative: This has been perhaps the most difficult step in the 2 + 2 process. In completing the grant proposal the steps outlined to formally and systematically evaluate our progress have turned out to be too rigid at this early stage of our project development. Until 2-3 months ago our work, as discussed previously, was at the level of increasing health occupations awareness in students and parents. Students were not ready to commit themselves to a nursing project when

they were not even sure what potential a career in nursing could hold. Only, in April and May were we able to form the loose cohort that now exists. It will not be until the Fall 1991 semester that we will really begin to assess student progress and commitment through their successes in core 2 + 2 high school courses and involvement and attitudinal identification as a 2 + 2 nursing student in the "Health Occupations Club." To date the most identifiable factors in evaluation are documented in the thoroughness of our long term planning and career awareness process. Here we were able to document having reached all sophomores for nursing awareness talks in their health classes as well as 10, 11, and 12 graders who were enrolled in Chemistry and Algebra as well as most teachers and administrative personnel. The tools referred in the 2 + 2 proposal are still in the formulation stage but will be completed for use by the Fall 1991 semester.

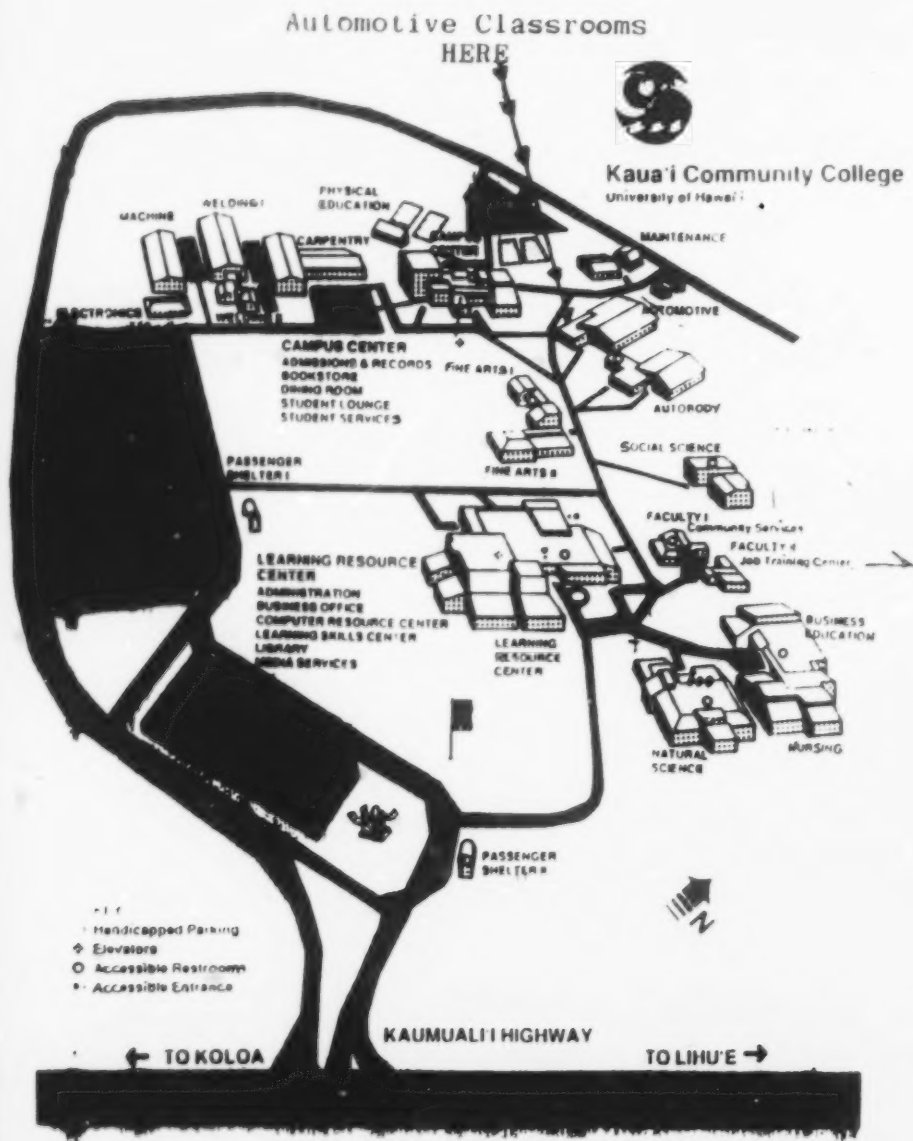
IV. Conclusion:

The AACJC/Metro Life 2 + 2 Registered Nurse Shortage is well underway in meeting desired outcomes. More than simply meeting the criteria of a grant, this project has brought a segment of our community college, high school, and health care community together. The grant has stimulated increased communication, understanding, and partnership from administrator through counsellor and teacher to students and parents within a consortium of many concerned institutions. It has enhanced the reputation of Kauai Community College in the eyes of our community and Statewide as an institution that actively reaches out to help. People are now increasingly referring family members, clients, and friends to our nursing program where previously an "off Island" education was

the desirable education. At the University of Hawaii Community Colleges Excellence in Teaching Conference this year there was much discussion and excitement surrounding several presentations focusing on the 2 + 2 Nursing Project and its utility as a model for our other community colleges. As we move into the second year of this 2 + 2 experience I see only positive outcomes in helping to reach down into the high school to provide motivation, career awareness, and academic support for future nurses. This is an important first step in relieving the current nursing shortage in our state.

As Project Director I wish to take this opportunity to thank the AACJC and Metro Life for their support in helping us begin our project which we now know will have far reaching outcomes in the education of nursing students in our community.

**KAUAI COMMUNITY COLLEGE
AND
KAUAI DISTRICT
DEPARTMENT OF EDUCATION**



**FALL 1990
KAUAI VOCATIONAL
TECHNICAL EDUCATION
ARTICULATION**

**THURSDAY
OCTOBER 4, 1990**

**KAUAI COMMUNITY COLLEGE
AUTOMOTIVE BUILDING
ROOMS 101A & B**



KAUAI COMMUNITY COLLEGE

University of Hawaii

November 29, 1990

MEMORANDUM

TO: Shirley Akita, District Superintendent
Amy Maeda, Deputy District Superintendent
Wallace Kawane, District Vocational Education
Educational Officer
Linda Tanouye, Principal of Kauai HS
Billie Smith, Principal of Waimea HS
Wayne Watanabe, Principal of Kapaa HS

SUBJECT: Kauai CC - Kauai DOE Connections

Attached is a summary of our 2 + 2 initiative. In my opinion, the developmental period is now over, the future is bright and the partnership has become part of several of our vocational education programs.

At this point, my efforts will be reduced to working with faculty that demonstrate a commitment to the 2 + 2 program.

I have really enjoyed working on this project with all of you and feel we have done something special for education on Kauai. I hope you will actively go after your fair share of the vocational education money set aside for Tech-Prep (2 + 2) programs---you deserve it!

David Kawate
Dean of Instruction

ab

cc: David Iha, Provost
Walter Yamaguchi
Rick Carmichael
Susan Uchida
Bonnie Honma

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KAUAI CC - KAUAI DOE CONNECTION
1990-91

INTRODUCTION

After working on a high school - community college partnership for four years, it seems appropriate to look at what was accomplished. What is presented here is a history of the development of the tech-prep program on Kauai and the benefits and challenges of this program.

Models for credit by articulation and 2 + 2 curricula have been established and new programs can be developed using these models. Vocational education faculty at all three high schools and Kauai CC are well informed about the tech-prep program and several have enthusiastically worked toward developing tech-prep connections in their discipline areas. This is how the program will probably continue to grow --- faculty getting interested in developing a tech-prep program in their area and being "empowered" to do so.

This point of development has been reached at a most appropriate time because of the present national and state emphasis on tech-prep programs. It will be up to local campus administrators and faculty, especially at the high school level, to get their "share of the pot" and further develop local campus tech-prep programs. Kauai CC remains committed to support any high school tech-prep initiative on Kauai.

HISTORY

December 1987

Kauai CC/DOE Connection Meeting of high school and community college trade technology faculty, administrators and counselors to discuss vocational education partnerships between the community college and the high schools on Kauai.

December 1988

Business Education Colloquium for Community College and high school business education faculty and administrators to set up a Credit by Articulation Program based on Kapiolani CC's pilot project.

February 1989

A memorandum of agreement was signed for a 2 + 2 Electronics Technology Program between Kauai CC and Waimea HS. (This program was developed by the Kauai CC and

Waimea HS electronics instructors on their own time during the summer of 1989).

February 1989

An articulation agreement for the Business Education Credit by Articulation Program was signed.

October 1989

Second Business Education Colloquium for community college and high school business education faculty and administrators to review the Credit by Articulation Program, discuss needed changes or modifications and discuss future expectations.

December 1989

A memorandum of agreement was signed for 2 + 2 Trade Technology Programs (Carpentry, Automotive Technology, and Electronics Technology) between Kauai CC and Kauai HS. (This program was a culmination of a year of meetings between Kauai CC and Kauai HS trade technology faculty coordinated by the Kauai HS administration and the Kauai CC outreach counselor).

Spring 1990

AACJC/Metro Life Registered Nurse Shortage Project entitled 2 + 2 High School/College Nursing Education Program was written up by the Kauai CC nursing director and counselor and the Kauai District vocational education officer and funded to develop a 2 + 2 Nursing Program, a high school Nurses Aide Program, and a Career Shadowing Program.

October 1990

Kauai Vocational Technical Education Articulation Colloquium for selected high school and community college vocational education faculty and administrators to discuss the status of high school - community college articulation and to orient programs towards new vocational education directions for Kauai.

CHALLENGES -

Following through on minor CIP (e.g. electronics laboratory at Waimea HS).

Coping with vocational education faculty and staff turnover.

Setting up of Technical Math, Technical English and Technical Science Courses at the high schools.

Continuing vocational education support by administrators at high schools and the community college.

Marketing the tech-prep program to students and parents.

Obtaining fiscal support from the State DOE and Chancellor's Office.

Assisting other districts in the state emulate our program.

Providing time for senior high school faculty to mentor junior faculty.

Providing time for high school and community college faculty and staff to meet.

BENEFITS -

Annual Vocational Education Colloquium for Kauai's vocational education faculty.

Increasing State DOE vocational education budget.

Additional Support from the State Vocational Education Office (Carl Perkins Tech-Prep set aside).

Students better prepared for educational and career objectives.

Increasing student motivation.

Making a difference for vocational education on Kauai.

KCC / DOE - Kauai Articulation Meeting 10/04/90

SCIENCE SECTION notes for ES Wallace Kawane, Kauai District DOE

PRESENT: KCC - Carmichael, Honma, Chiba, Yamamoto, Yoshida
KHIS - McDowall, Burgess, Yasumoto, Takabayashi (recorder)

FOCUS: 2 + 2 High School / College Nursing Education Project

IMPLEMENTATION DATE: September 1991

OBJECTIVE: Through development of a 2 + 2 program composed of curriculum articulation, academic and career counseling, and early admission to Kauai Community College increase the number of graduating high school seniors prepared to enter the KCC Career Ladder Nursing Program.

Promote career awareness decision making as related to Nursing.

PLAN: Assist Kauai High and Intermediate School up-grade General Chemistry for students who indicate an interest in nursing as a career.

Provide textbooks, materials, equipment, tutorial assistance, etc., to enable students to qualify for Grade 12 KCC early-admit status to take prerequisite courses for KCC's nursing program (Anatomy/Physiology, Psychology, and, possibly, a How-to-Succeed-in-College course).

Start career awareness presentations to Grades 7-12.

CONCERNS: Success in an up-graded General Chemistry course requires competency in Algebra and senior high school level reading comprehension; therefore communication and a cooperative effort among Science, Mathematics, English, and Counseling departments will be essential for best results.

PROPOSED: a mathematics course that gives review of fundamentals to students who complete Algebra I and/ or Geometry but who will benefit from reinforcement.

PROPOSED: cooperative planning with English department and Counseling staff to provide assistance in learning study and exam-taking skills.

Kauai High School presently offers two levels of Chemistry: College prep Chemistry takes the top 20 - 25 students. General Chemistry classes include --- besides some students in Algebra II and Grade 11 College prep English --- many students taking Algebra I as Juniors or as Seniors... and, of these students, many are not confident of their reading skills. These students deserve to have a course in which they can be successful.

PROPOSED: get a different ACCN number for the up-graded General Chemistry course so that the students who qualify for this excellent opportunity can take advantage of the new program.... BUT still provide a good Chemistry course (keep the current program) for the general student.

FUTURE PLANS: More meetings are necessary for planning and implementation of the up-graded Chemistry program which has already received some funding from AACJC/ Metropolitan Life Foundation.

***** Interdepartmental, Intradepartmental, Department/ Administration, Administration/ District, etc. meetings are necessary to get approval for, to locate extra funding for, and to get personnel to implement the PROPOSED items.

cc: . Section participants
. KHIS Principal Linda Tanouye

KCC / KHIS 2 + 2 Chemistry Progress..... Meeting date: 4/04/91

SCIENCE SECTION notes for ES Wallace Kawane, Kauai District DOE

FOCUS: 2 + 2 High School / College Nursing Education Project
(Informally expanded to include Health-Related Careers)

IMPLEMENTATION DATE: September 1991

ARTICULATION MEETINGS/ KHIS REGISTRATION:

10/90... General and by section ... see attachment
12/90... Takabayashi with Yamamoto
1/91... KHIS registration for Chemistry ... see attachment
4/91... covered by this report

PRESENT: KCC - Carmichael, Chiba, Yamamoto, Yoshida, Mock
KHIS - McDowall, Burgess, Yasumoto, Takabayashi (recorder)

PROGRAM CONCERNS:

Carmichael and Chiba helped give the group a better understanding of the course sequence available for students in 2 + 2 Chemistry for Nursing program-- Grade 11 through receiving a nursing degree. Job opportunities were also discussed.

It is difficult to form a single section only for students who plan on health-related careers because math and language proficiencies range is so wide among students. Provision must be made to allow students to receive teaching/ testing style appropriate for best learning. At the same time, serious effort needs to be made to conform to 2 + 2 program/ grant requirements.

'91-'92 registration shows students scattered throughout 3 sections (division by math/ language achievement) of Chemistry; total 80 students. An X-level General Chemistry section was created for 2 + 2 designation; however, all classes will receive assistance in attaining competency levels necessary to be successful in college.

To assist with strengthening math skills, the Math Dept. has created 2 new classes--- Introduction to Algebra and CORE Algebra; total 8 sections, 180 students '91-'92.

To assist with strengthening language skills, the English Dept. will be contacted regarding the possibility of developing a CORE English course for students who need reinforcement.

All students will be monitored by Takabayashi et al. from 4/91 through college for program evaluation purposes. See attachment for draft of preliminary survey.

Communication directly with 2 + 2 Chemistry/ health-related career students will be facilitated by the formation of a "club" that can meet regularly to receive counseling, to listen to speakers on educational/ professional concerns, to go on excursions to hospital, etc.

A lunch time meeting with students registered for Chemistry '91- '92 and Carmichael has been tentatively set for Tuesday, 4/30/91 in Takabayashi's room.

BUDGET: \$ 6400.00 is available for developing '91- '92 2 + 2 program

Agreement: \$ 1400.00 ... Math Dept to help with book purchase
\$ 5000.00 ... Science Dept... course development

Purchase orders will be turned in to Carmichael; purchases will be made through KCC Foundation where grant monies were deposited.

DEADLINE for purchase orders: 5/01/91. See attachment for Budget draft.

NEXT MEETING: Fall '91. English Dept will be invited to send representative(s).



KAUAI COMMUNITY COLLEGE

University of Hawaii

January 17, 1991

Dear Students and Parents,

As Director of the Kauai Community College Nursing Program I wanted to take this opportunity to introduce the new **2 + 2 HIGH SCHOOL TO COLLEGE NURSING PROGRAM**. The 2 + 2 program allows students to begin preparation for a career in nursing while in high school and as a senior to take courses at Kauai Community College while still a high school student. The goal is to provide special classes, counseling, and support for students wanting to enter the rewarding **CAREER OF NURSING**. This program will begin at Kauai High in the Fall semester of 1991 for current 10th graders.

The 2 + 2 program will run as follows. In the Fall semester of 1991, current 10th grade students who have identified themselves to the Kauai High counselors as being interested in a career in nursing will begin a supervised course of study with emphasis on English, Math, and Science. This same commitment will continue in the 11th grade for this group of students. As seniors the 2 + 2 students will take support courses in anatomy and physiology, and psychology at Kauai Community College for college credits in preparation for entry into our nursing program or other programs across the state and nation.

This 2 + 2 program is a great opportunity for Kauai High students interested in a career in the health care field. Nursing in particular has many interesting and financially rewarding job opportunities. At present there are between 1200 and 1500 vacancies for Registered Nurses in Hawaii with no end to this need in sight. Beginning Registered Nurses earn upwards of \$30,000 as a starting salary. Besides the excellent pay nurses have a satisfying and moral lifelong career that is never dull.

Parents and Sophomore students should take a few minutes to think about the 2 + 2 opportunity being offered at Kauai High through the cooperative efforts of the Hawaii Department of Education and Kauai Community College. Think about whether a career in nursing is for you. If you decide yes and you want to get the best start through the 2 + 2 Nursing Program contact one of the following people for further information:

Sharon Chiba - Nursing Counselor, Kauai C.C. 245-8258

Rick Carmichael - Director of Nursing Program, Kauai C.C. 245-8325

Remember, this Spring you will be required to select high school classes for next Fall 1991. Sophomores interested in the 2 + 2 program will need guidance in choosing courses that will let them enter the 2 + 2 Nursing Program. Please contact Sharon Chiba, myself, or your Kauai High School counselor for this help.

Sincerely,

Richard W. Carmichael RN, MS, MPH
Director - Career Ladder Nursing Program

E A R L Y A D M I S S I O N S P R O G R A M

A special admission and enrollment program for students under 18 years of age who are academically superior or accomplished, or vocationally gifted, to take college-level academic or vocational classes at Kauai Community College.

Requirements and Procedures:

1. Student must be enrolled in courses at the high school.
2. Student should be a junior or senior at the high school.
3. Student must provide written approval from parents.
4. Student must meet all Kauai Community College's admissions requirements as well as course prerequisites.
5. Student must have the high school provide a written request for permission to enroll at Kauai Community College.
6. This form must be completed each semester by the parent(s) and high school.

Registration:

1. The new or first-time early admit student will register [REDACTED] during the College's late registration period.
2. The continuing early admit student will register during regular registration as a continuing student.
3. Students will pay the same tuition and fees assessed to regular students.
4. Credits and grades earned will appear on a Kauai Community College transcript.

Healthcare Association of Hawaii
1988 Human Resources Survey
.....

POSITIONS NEEDED IN SEVERITY ORDER
(>10 Positions Needed)

JOB #	JOB TITLE	CURRENTLY NEEDED	NEEDED 1 YEAR	NEEDED 3 YEARS	CUMULATIVE 1988-1991
103	Registered Nurse	591	388	795	1774
104	Licensed Practical Nurse	152	58	76	286
613	Nurses Aides	125	77	111	313
√ 179	Secretary	41	12	19	72
√ 181	Receptionist	41	27	43	111
√ 180	Clerk Typist	30	2	9	41
130	Registered Radiologic Technologist	30	14	20	64
113	Medical Assistant/Nursing Assistan	28	58	83	169
√ 205	Housekeeping I	25	22	44	91
√ 213	Maintenance Worker	23	5	9	37
102	Head Nurse/Unit Coodinator	23	2	11	36
147	Laboratory Assistant	19	6	8	33
√ 226	Food Service Worker	23	9	45	77
151	Physical Therapist (PRT)	22	20	11	53
244	Biller/Patient Accounts Rep.	12	5	9	26
√ 186	Accounting Clerk	12	7	15	34
150	Staff Pharmacist	13	5	20	38
142	Medical Technologist (ASCP)	10	9	20	39
101	Nursing Supervisor	8	10	13	31
174	Transcriptionist	7	9	17	33
√ 247	Cashier/Receptionist	5	8	12	25
√ 169	Security Officer	5	12	11	28
173	Medical Record Clerk	5	13	18	36
	All Others	222	154	284	660
	TOTAL	1472	932	1703	4107

√9 of the 23, compete with visitor industry

14 of the 23, compete with all healthcare industry
including noninstitutional

Source: HAH 1988 Human Resources Survey 1/9/89

Health Care Grads In Demand

Lawrence Abrams, Ed.D., Thomas Jefferson University

You don't have to have studied the occupational outlook statistics from the United States Department of Labor to know about the career opportunities in health care. A glance at the employment section of your newspaper tells much the same story.

College graduates in nursing and allied health fields are much in demand now and will continue to be in the foreseeable future. Given the demographic trends and the projected advances in the health-related sciences, it's safe to say that anyone entering these fields today will have guaranteed job security for life.

Why Choose a Health Career?

Besides the feeling of security that comes with a career whose future is so certain, individuals in health careers often identify as a benefit of their professions the sense of gratification they receive by helping other people maintain or regain health.

This feeling of satisfaction comes not only for those who have direct patient contact like nurses, physical or occupational therapists, dental hygienists, and radiographers — but also for those who function "behind the scenes" — like medical technologists who work in laboratory settings, as well as those in fields like biomedical engineering or medical records.

In addition to security and satisfaction, many in health careers speak of the sense of responsibility that they have and want, the feeling that what they are doing is important — whether it's the paramedic saving a life, the nurse-midwife delivering a baby, or the cytotechnologists correctly reading a Pap smear.

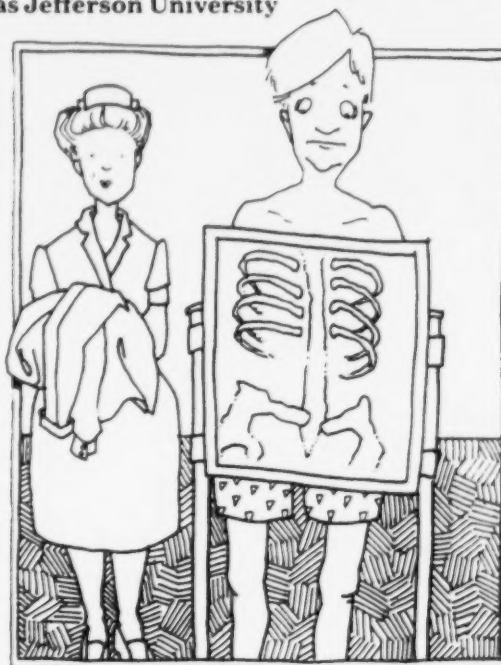
Some individuals choose certain health professions because the career puts them at the point where science and technology meet people in need. With the dramatic increase in genetics testing, especially for children with birth defects and for prenatal diagnosis, the need for qualified cytogenetic technologists has opened up such opportunities.

In the area of diagnostic imaging, x-rays taken by radiographers are often supplemented with newer and newer technologies, each with its own special uses — ultrasound, computed tomography and magnetic resonance imaging. As the technology changes, educational opportunities exist for growth in the field and for multicompetency training.

The Career Options

While the majority of health professionals still work in hospitals, the diversity of practice settings is continually growing. Industry, research, public health, education and in some cases private practice are among the options.

A radiographer may work in a nuclear power plant, a dental hygienist in an insurance company review-



ing dental claims, a physical therapist as a trainer on a football team.

Opportunities are increasingly available in areas affected by society's growing sophistication about health awareness and disease prevention — in nutrition, dietetics, dental hygiene, health education.

The growth in the need for rehabilitation services because of an aging population and life-saving technology accounts for the demands for physical and occupational therapists, rehabilitation nurses and counselors.

With nearly one hundred separate allied health professions, nursing aside, the career options are extraordinary. Yet, many fields are not so well-known. Audiology, biostatistics, EKG/EEG technology, physician assistants, respiratory care, and speech-language pathology are but a handful of career choices in the allied health professions.

Although nursing is in one sense a "well-known" career, some of the more recent developments that have broadened the career options of nurses are not so well-known. While many nurses work in hospitals and physicians' offices, many others have opted for alternative clinical roles like community health, hospice settings, and home health care. Private practice is a growing trend. With a master's degree background, positions in management, education and research are among the available choices.

Current shortages of nurses have driven starting
Please Turn To Page 68

Why do the top names in Data Processing recruit from The Chubb Institute?

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Health Sciences . . . *Continued From Page 67*

salaries higher and higher, and fringe benefit packages have gotten more competitive. A growing number of employers provide educational benefits for those seeking higher degrees.

Educational Preparation

While it is possible for an individual to enter nursing or some of the allied health professions with a certificate, a diploma or an associate's degree, many prospective allied health professionals pursue a baccalaureate degree because it opens the doors for increased career mobility. Many health care practitioners, for example, work in their specialty for several years and then move into supervisory or management positions.

The bachelor's degree also provides the prerequisite education for graduate studies should the allied health professional elect to continue his education.

How Does One Choose A School?

One of the best ways to choose a school is to visit the campus and talk with students and faculty, as well as admissions staff. Take a walk around campus, look carefully at the facilities. Visit the library and clinical facilities to see what resources are available. And ask questions. It is advisable to make a list of questions to ask. Be sure to include these questions on your list:

(1) Are diverse clinical affiliations provided? (2) Is the program you are interested in accredited by

professional organizations? (3) What percentage of students pass professional registry examinations? (4) What percentage of graduates find jobs in their chosen field? and (5) What average salaries can graduates expect upon entering the job market?

When you have gotten the answers you need, make a wise decision and embark on your preparation for a rewarding health career!

Laurence Abrams, Ed.D.
Dean, College of Allied
Health Sciences
Thomas Jefferson
University
Philadelphia, PA

Dr. Abrams is President-Elect of the American Society of Allied Health Professions, the founder of the Health Careers Guidance Clinics, and co-editor of the "Health Careers Guidance Manual."



The Job PICture

June, 1989

Number 1

A Summary for Hawaii's PICs

Jobs in Demand with Extensive Training Required 1988-1995

You can expect to see competition for some of these jobs.

HIGHEST DEMAND: 100 + per year		
HIGHER DEMAND: 50-99 per year		
HIGH DEMAND: 25 - 49 per year		
Dental assistant Paralegal personnel Social worker Dentist Securities sales Mktg/adv/pr manager Counselor Personnel specialist Pharmacist Clergy Construction manager Trans super, 1st ln Teacher, spec educ Drafter Purchasing agent Misc engineer	Computer syst analyst Teacher, kindergarten Medical assistant Food svc manager Financial manager Elect/electronic techn Nursing aide Mech super, 1st ln	Sales super, 1st ln Accountant/auditor Service supervisor Registered nurse Mgr/admin/top exec Clerical super, 1st ln Lawyer Physician/surgeon Instructor, adult educ Misc. prof/technical Teacher, elementary Teacher, secondary

The jobs on this page are professional, subprofessional, technical or otherwise require extensive training and/or experience. The list are nor exhaustive. They form the top 150 growth jobs from a total list of over 600 high, low and no growth jobs statewide.

On the reverse page are jobs which require only basic skills or short training experiences. For more detail see HSOICC's Occupational Supply/Demand Report.

Hawaii's Job PICture

September, 1989

Number 2

A Summary for Hawaii's PICs

Limited Growth Jobs, 1983-1995

Minus 26-50% growth:

Cannery Worker
Stenographer
Phone Installer
Letterpress Operator
Furn/Kiln/Oven Optr

Minus 11-25% growth:

Pest Controller
Powerline Installer
Data Entry Keyer
Statistics Clerk
Stationary Engineer
Directory Asst Operator
Boiler Optr (Low Press)
Separating Mach Operator
Farm/Home Adviser
Pickling Mach Operator
Central Office Operator

Minus 1-10% growth:

Typist
Graduate Assistant
Payroll Clerk
Industrial Truck Operator
Mail Clerk
Farm Equip Mechanic
Machine Mnt Worker
Tax Examiner

Zero growth:

Stock Clerk
File Clerk
Shipfitter
Precision Equip Rpr
Psychiatric Aid
Boiler Maker
Industrial Product Mgr
Civil Engineer Tech
Nuclear Engr
Motion Picture Proj
Fence Erector
Power Plant Optr
Mech Control Installer
Precision Textile Wkr
Conveyor Optr
Meter Reader
Duplicating Mach Optr
Claims Examiner
License Clerk
Air Hammer Optr
Curator
Plasterer
Camera Repairer
Radio Optr
Nuclear Medicine Tech
Const Trade Helper
Mender
Farm Equip Optr
Geologist
Marine Architect
Landscape Architect
Medical Scientist
Meteorologist

See page 2 for Slow Growth Jobs

The Hawaii Job PICTure

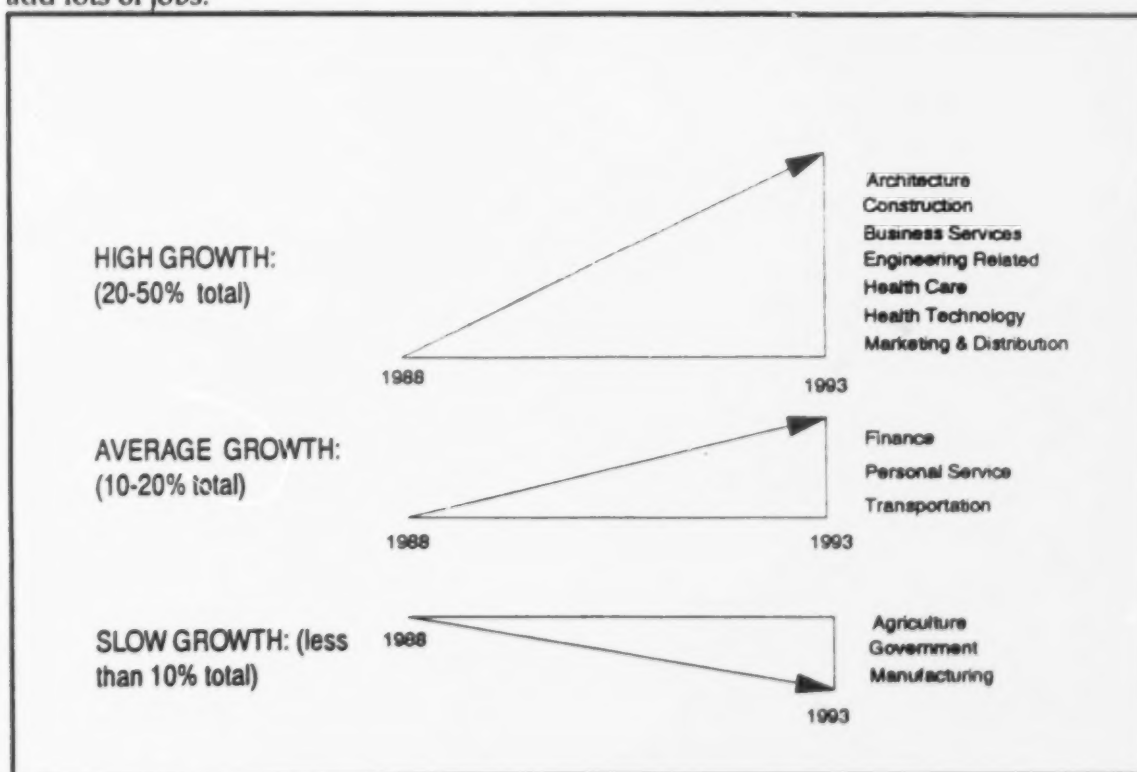
December, 1989

Number 3

A Summary for Hawaii's PICs

Percent growth tells you how fast a job is changing. A job that employs only a few people may grow fast but not add large numbers of jobs to the labor market. Jobs with big employment may grow slowly but add lots of jobs.

High, Average, and Slow Growth Occupations, Statewide: 1988-1993



On the average, Hawaii's economy grows at about 2.3% per year - or about 14% over the 5 year period (1988-1993). Any specific occupation that is substantially above the 14% total is a high growth job.

Turn this page over to see the detailed occupation titles within the general fields above.

High Growth Occupations: 1988-1993 Hawaii Statewide

ARCHITECTURE:

Landscape Architect (47%), Architect (43%), Drafter (43%)

CONSTRUCTION:

Roofer (33%), Roofer Helper (33%), Carpet Installer (28%), Electrician Helper (24%), Hard Tile Setter (23%), Plumber Helper (22%), Floor Layer (22%), Drywall (21%), Structural Metal Fabricator (20%), Taper (20%)

BUSINESS SERVICES:

Tax Preparer (49%), Paralegal (41%), Accountant/Auditor (31%), Systems Analyst (26%), Legal Secretary (26%), Data Processing (26%), Cost Estimator (22%), Computer Systems Analyst (22%)

Source: Employment & Industrial Projections, June, 1989, Research & Statistics Office, Department of Labor and Industrial Relations

ENGINEERING RELATED:

Engineering Technician (54%), Civil Engineer (27%), Survey Technician (29%), Survey Scientist (35%)

HEALTH CARE:

Psychiatric Assistant (36%), Dental Hygienist (32%), Dentist (31%), Dental Assistant (31%), Respiratory Therapist (30%), Medical Assistant (30%), Registered Nurse (29%), Occupational Therapist Assistant (28%), Licensed Practical Nurse (26%), Physical/Correctional Therapist Assistant (26%), Physician & Surgeon (25%), Occupational Therapist (25%)

HEALTH TECHNOLOGY:

Radiologic Technologist (35%), Nuclear Medical Technologist (33%), Medical Secretary (31%), Pharmacist Assistant (27%), Medical Records Technician (25%)

MARKETING & DISTRIBUTION:

Travel Agent (57%), Travel Clerk (43%), Sales Agent (27%), Ticket Agent (26%), Public Relations Specialist (22%), Cashier (18%), Salesperson (16%)

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